

Did you know...

Ohio has over 200,000 high school juniors and seniors, and more than half will enter the workforce upon graduation. Recent legislation enables Ohio's 16- and 17-year old students in non Career and Technical Center programs to work on a part-time basis in Ohio's manufacturing industry, which provides manufacturers viable workforce pipeline solutions to remain successful.

[https://ohiomfg.informz.net/ohiomfg/data/images/OMA%20Fact%20Sheet%20-%20Ohio%20Mfg%20Mentorship%20Program%20\(Aug.%202020\).pdf](https://ohiomfg.informz.net/ohiomfg/data/images/OMA%20Fact%20Sheet%20-%20Ohio%20Mfg%20Mentorship%20Program%20(Aug.%202020).pdf)

The power of an internship...

Internship programs are a powerful strategy to build your future workforce providing a risk-free way to evaluate potential employees. Interns bring fresh ideas, youthful energy, and innovative methods without the uncertainty of hiring a new employee "off the street." Nationally, 70.4% of interns are offered full-time employment upon graduation and interns have a 43.9% retention rate after 5-years of employment! (All national data from NACE at www.nacweb.org)

How to hire an intern...

- Define:
 - ✓ Start and end dates
 - ✓ Work hours and days of the week
 - ✓ Tasks and machines that the intern will work on
 - ✓ Mentor, the person who will guide the intern
- Provide a safe work environment according to the Occupational Safety and Health Administration (OSHA) and compliance with Federal and Ohio Minor Employment Laws if the student is under 18.
- Take advantage of SOCHEEngage's (<https://www.soche.org/engage/>) salary assistance programs to:
 - ✓ Recruit student candidates
 - ✓ Pay intern salary, taxes, insurance, payroll fees
 - ✓ Intern employability skills development support

Strategies to convert an intern into a full-time employee upon graduation...

- Invest in employees' professional development
- Create career progression opportunities both vertical and horizontal
- Establish clear-cut expectations and policies
- Offer a benefits package that is truly beneficial
- Create a culture of open communication
- Ensure employees feel valued
- Don't overburden employees
- Provide employees with meaningful work
- Promote a diverse and inclusive culture

Contact SOCHE@soche.org to start building your workforce with a SOCHEIntern.